

METHOD FOR ENHANCING JOB PERFORMANCE OF MARGINAL  
EMPLOYEES

ABSTRACT OF THE DISCLOSURE

A method for enhancing the performance of marginal employees,  
wherein the employees are treated objectively consistently while the marginal  
employee and the employer maintain good personal communications. The  
method comprises determining whether the employee lacks the motivation or  
5 the ability to perform adequately, establishing goals and a time period for the  
marginal employee to achieve enhanced performance, and evaluating whether  
or not the method was effectively executed before employer decides whether to  
retain, terminate or reassign the employee. The method further comprises  
documentation of the execution of the method so that the employer may make  
10 consistent and well informed decisions.